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soon as a union man gets a political appointment he is in danger of losing his enthusiasm for unionism. Promotion in industry and political preferment seem to be the means of satisfying the ambitious and modifying the radical. The man who is being promoted or who sees a political job dangling before his eyes has an incentive for conservatism.

Considerable emphasis is placed in various chapters on the difference between business unionism organized along craft lines and industrial or radical unionism. The industrial unionist and many old-line trade unionists are abandoning old and familiar watchwords and traditional policies. The solidarity of the wage-earning class is being stressed. Professor Carlton says:

Not only has industrial integration or combination furnished an incentive and a reason for the partial erasure of craft differences and demarcations, but the shortsighted and fatuous policy of many associations of employers, such as, for example, that of the National Association of Manufacturers, is driving many trade union men into a hard and coherent mass union in which trade demarcations count for little. And the bitter, unreasoning, archaic hatred and opposition of many members of such associations do but furnish the fuel which heats the melting pot and reduces the crystallized trade unions to the amorphous mass union. These gentlemen are in reality the promoters par excellence of revolutionary industrial unionism and of impossibilist socialism.

The changes brought about before and after the war are emphasized in the last two chapters. Among these may be mentioned a tendency toward amalgamation of allied trades, the organization of unskilled workers, and the demand for some participation in the management of industry.

Aside from the strictures noted, this book is a substantial piece of work. One of its chief merits is that it is based on an accurate knowledge of the ideals and policies of organized labor.

GEORGE M. JANES.

Washington and Jefferson College.

NEW BOOKS

ALLEN, H. J. and GOMPERS, S. *The Allen-Gompers debate.* (New York: Dutton. 1920.)

AYUSAWA, I. F. *International labor legislation.* Columbia University studies in history, economics, and public law. (New York: Longmans, Green. 1920. Pp. 258.)

Traces the origin and development of international labor legislation from the time of Owen (1818), with chapters on progress

toward international agreements (1890-1900), labor conferences and treaties (1900-1913) and the labor development of the world war. Part II deals with the difficulties in international labor legislation and part III with the Washington conference of 1919 including a summary of the discussion of the eight-hour day and the employment of women and children.

BRAUER, T. *Das Recht auf Arbeit.* (Jena: Fischer. 1919. Pp. 52. 2.40 M.)

BERRIMAN AND OTHERS. *Industrial administration. A series of lectures.* (New York: Longmans. 1920. Pp. vii, 208. \$3.)

Contents: Social obligations of industry to labour, by B. S. Rowntree; The applications of psychology to industry, by T. H. Pear; Education as a function of management, by A. E. Berriman; Occupational diseases, by T. M. Legge; Atmospheric conditions and efficiency, by L. Hill; Industrial councils and their possibilities, by T. B. Johnston; Training for factory administration, by St. G. Heath; Industrial fatigue, by A. F. S. Kent.

BLACK, F. R. *Should trade unions and employers' associations be made legally responsible?* First prize essay of National Industrial Conference Board, 1919-1920. Special report number 10, June, 1920. (Boston: Nat. Indus. Conference Board. 1920. Pp. iv, 35.)

BLOOMFIELD, D. *Labor maintenance.* (New York: Ronald. 1920. \$5.)

BROECKER, P. *Die Arbeitnehmerbewegung.* (Hamburg: Deutschnationale Verlagsanstalt. 1920. Pp. 114.)

COMMONS, J. R. and ANDREWS, J. B. *Principles of labor legislation.* (New York: Harper. 1920. Pp. xii, 559.)

FAY, C. N. *Labor in politics of class versus country. Considerations for American voters.* (Cambridge: University Press. 1920. Pp. 284.)

A frank and vigorous criticism of the policies of organized labor. The author refers to the difficulties he has met in securing the prompt publication of his views and the book is consequently privately printed. The author's address is 205 Brattle Bldg., Cambridge, Mass.

FISH, E. H. *How to manage men: the principles of employing labor.* (New York: Engg. Mag. Co. 1920. Pp. xii, 337.)

FOSTER, W. Z. *The great steel strike and its lessons.* With introduction by J. A. FITCH. (New York: Huebsch. 1920. Pp. ix, 265. \$1.75.)

This book by the leader of the recent steel strike, in spite of its lurid rhetoric, extreme statements, and partisan viewpoint, throws a good deal of light on labor conditions in the steel industry. Whatever the truth underlying the contentions made, the fact seems to remain that one extreme breeds its opposite extreme. The narra-

tive shows clearly that underlying conditions and not merely outside agitators were the cause of the strike. The twelve-hour day, the seven-day week, the twenty-four hour shift, autocratic methods of many employers, and lack of any voice in fixing wages or conditions seem to be the real causes of the strike. Mr. Foster's threats as to a future strike may seem crude and weak and yet the fundamental issue of collective bargaining is the root of the matter and is bound to come up again.

GEORGE M. JANES.

FRANKEL, L. K. and FLEISCHER, A. *The human factor in industry.* (New York: Macmillan. 1920. Pp. xi, 366. \$3.)

Contains chapters on hiring and holding of labor, education, working hours and conditions, medical care, method of remuneration, refreshment and recreation of employees, insurance, savings and loans, and organization of a department of labor. There are twelve pages of bibliographical references. The volume provides an up-to-date summary of current practice.

FROST, S. *Labor and revolt.* (New York: Dutton. 1920.)

GOMPERS, S. *Labor and the employer.* Compiled and edited by H. ROBBINS. (New York: Dutton. 1920. Pp. vii, 320. \$3.50.)

GOODRICH, C. L. *The frontier control: A study of British workshop politics.* (New York: Harcourt, Brace & Howe. 1920.)

HAMMOND, M. B. *British labor conditions and legislation during the war.* Carnegie Endowment for International Peace preliminary economic studies of the war, no. 14. (New York: Oxford Univ. Press. 1919. Pp. ix, 335.)

This volume is the most recent and most complete account of British labor in war time that has yet been issued. Professor Hammond's foreword calls attention to the fact that his study is definitely, as the title of the series indicates, a preliminary one. He wisely points out the impossibility of trying to record the important happenings in a great war and showing the causal connection of these events while the war is still in progress. He has prepared therefore a narrative of events rather than a critical interpretation of these events.

In addition to two valuable chapters dealing with The Social Background and English Industry and Labor at the Outbreak of the War, the volume covers the following subjects: industrial panic and readjustment, the government and the trade unions, the munitions of war acts, the supply and distribution of labor, the dilution of labor, wages, cost of living, hours of labor, welfare work and unemployment, and industrial unrest. The study deserves amplification in a later volume.

EDITH ABBOTT.

HARD, W. and LEACH, P. R. *Labor in a basic industry.* (Chicago: Daily News. 1920. Pp. 34. 25c.)

HODGKIN, J. E., ed. *Quakerism and industry.* (Darlington: North of England Newspaper Co. Pp. 152. 4s.)

HOWARD, S. E. *The movement of wages in the cotton manufacturing industry of New England since 1860.* (Boston: National Council of American Cotton Manufacturers. 1920. Pp. 99. \$1.25.)

Address the author at Princeton University, Princeton, N. J.

KELLY, R. W. *Training industrial workers.* (New York: Ronald Press Co. 1920. \$5.)

KIRKALDY, A. W., editor. *Industry and finance. (Supplementary volume.) Being the results of inquiries arranged by the Section of Economic Science and Statistics of the British Association, during the years 1918 and 1919.* Published by authority of the Council of the British Association. (London: Pitman. 1920. Pp. 150.)

LEVERHULME, W. H. L. *The six-hour shift and industrial efficiency.* (New York: Holt. 1920. Pp. viii, 265. \$2.50.)

An American and slightly abridged edition, prepared by Mr. Frank Tannenbaum, of the English volume *The Six-Hour Day*. There is a brief introduction by Professor Seager.

LITCHFIELD, P. W. *The industrial republic: A study in industrial economics.* (Boston: Houghton Mifflin. 1920. Pp. 95.)

The author discusses the need of giving workmen a voice and share in industrial management.

LLOYD, E. F. *The closed union shop versus the open shop: their social and economic value compared.* A second prize essay of the National Industrial Conference Board, 1919-1920. Special report number 11. (Boston: Nat. Indus. Conference Board. 1920. Pp. vi, 27.)

LÜDERS, M. E. *Die Entwicklung der gewerblichen Frauenarbeit während des Krieges.* (Munich: Duncker & Humblot. 3 M.)

MENDELSON, S. *Labor's crisis: An employer's view of labor problems.* (New York: Macmillan. 1920. Pp. 171. \$1.50.)

RICHARDS, C. *A history of trades councils, 1860-1875.* (London: Labour Research Department. 1920. 1s.)

ROBINSON, J. S. *The Amalgamated Association of Iron, Steel and Tin Workers.* Johns Hopkins University studies in history and political science, series XXXVIII, no. 2. (Baltimore: Johns Hopkins Press. 1920. Pp. vii, 166.)

Based on documentary material furnished by the Library of Johns Hopkins University, the files of the Amalgamated Association, and personal interviews. An intensive study of one of the largest trade unions, covering its history, government, jurisdiction, finances, the benefit system, standard rate, working day, restriction of output, machinery, apprenticeship and the helper system, and collective bargaining.

ST. LEON, M. *Syndicalisme ouvrier et syndicalisme agricole.* (Paris: Payot. 1920. Pp. 160.)

SHEFFERMAN, N. W. *Employment methods*. (New York: Ronald. 1920. \$5.)

SCHIFF, W. *Der Arbeiterschutz der Welt*. (Tübingen: Mohr. 1920. 36 M.)

SOLANO, E. J., editor. *Labor as an international problem*. (New York: Macmillan. 1920.)

STOREY, M. *Problems of today*. (Boston: Houghton Mifflin. 1920. Pp. 258.)

Chapter 4 (pp. 149-202) deals with the labor question, citing examples of tyranny of trade unions; it agrees that excessive profits should be curtailed and that the workman should have a voice in the conduct of business.

WARNE, F. J. *The workers at war*. (New York: Century. 1920. Pp. 250. \$3.)

WEBER, A. *Der Kampf zwischen Kapital und Arbeit*. Second edition. (Tübingen: Mohr. Pp. xix, 448. 1920.)

WILLIAMS, W. *What's on the worker's mind?* (New York: Scribner. 1920.)

Conférence internationale du travail. Draft conventions and recommendations adopted by the conference during its second meeting, 15 June-10 July, 1920. (London: Secretary-General of the League of Nations. Sunderland House, Curzon St. 1920. Pp. 19.)

The cost of living among wage earners, Cincinnati, Ohio. Special report number 13. (New York: Nat. Indus. Conference Board. 1920. Pp. 18.)

The hours of work problem in five major industries . . . Boston. Research report number 27. (New York: Nat. Indus. Conference Board. 1920. Pp. x, 91.)

Independent labour party (Great Britain.) Report of the twenty-eighth annual conference held at Glasgow, April, 1920. (London: 9 Johnson's Court, Fleet St. Pp. 128.)

Individual differences in output in the cotton industry. Industrial Fatigue Research Board report no. 7. (London: H. M. Stationery Office. 1920. 6d.)

International Union of Mine, Mill and Smelter Workers. Official proceedings of the twenty-third consecutive and third biennial convention held at Denver, Colorado. (Denver: E. Mills, 509 Denham Bldg. 1918. Pp. 492.)

The labor audit, a method of industrial investigation. Employment management series, 8. (Washington: Supt. Docs. 1920. Pp. 48.)

Labour legislation in Canada, for the calendar year 1919. (Ottawa: Dept. of Labour. 1920. Pp. 181.)

Lasting lessons of the labor crisis. A direct message from Secretary

Lane of the President's Cabinet for engineers and industrial executives. (New York: Engg. Mag. Co. 1920. Pp. 27.)

The miners' case. Facts about the coal dispute. (London: Labour Research Dept. 1920. 2d.)

Report of court inquiries, concerning transport workers—wages and conditions of employment of dock labor. (London: Great Britain Ministry of Labour. 1920.)

Report of the general executive board of the Amalgamated Clothing Workers of America to the fourth biennial convention, Boston, May 10-15, 1920. (New York: 31 Union Sq. 1920. Pp. 233.)

Report on the steel strike of 1919. By the Commission of Inquiry, the Interchurch World Movement. With the technical assistance of the Bureau of Industrial Research, New York. (New York: Harcourt, Brace, and Howe. 1920. Pp. viii, 277.)

See note in the Documents section of this REVIEW.

Russia: Labour conditions in Soviet Russia. Systematic questionnaire and bibliography. Prepared for the Mission of Enquiry on Russia. (London: Harrison. Pp. 294, cxliv. 7s. 6d.)

The speed of adaptation of output to altered hours of work. Industrial Fatigue Research Board report no. 6. (London: H. M. Stationery Office. 1920.)

A study of the labor movement by the statistical division of the factory accounting department. (Akron, O.: Goodyear Tire & Rubber Co. 1920. Pp. vii, 121.)

Unwarranted conclusions regarding the eight-hour and ten-hour work-day: A critical review of "A comparison of an eight-hour and a ten-hour plant, U. S. Public Health Bulletin no. 106." Special report no. 14. (Boston: National Industrial Conference Board. 1920. Pp. v, 21.)

Money, Prices, Credit, and Banking

Present and Past Banking in Mexico. By WALTER FLAVIUS McCaleb. (New York: Harper & Brothers. 1920. Pp. xxii, 269. \$2.00.)

Dr. McCaleb's study is the first to be published of the researches carried on under the auspices of the Foundation for the Study of Mexican Affairs established by Mr. E. L. Doheny in 1917. In the words of the author, the book is an attempt "to trace the history of the credit institutions of the country from their initial stages down to the present time," and "to stress the salient facts in the extraordinary story of the rise and fall of banking in our neighboring republic" (p. xii).